

Single Equalities Scheme (SES) Final Performance/Progress Report Q4 2012/13

Report by Kenneth Lawrie, Chief Executive

1 Purpose of Report

- 1.1 The purpose of this report is to update Performance Review & Scrutiny on performance/progress against the Council's Single Equality Scheme and Action Plan at the end of Quarter 4, 2012/13.

2 Background

- 2.1 The Council has a Single Equality Scheme and Action Plan which runs 2010 – 2013. Actions within the Scheme are monitored by the Council's Equality Working Group, joint East & Midlothian Community Planning Equality Forum, Corporate Management Team and Elected Members. Thereafter, this information is made available to the public through publication on the external web-site. Performance against the action plan is presented in Appendix A.

- 2.2 Of the four 2012/13 actions in the report:

3 (75%) are complete
1 (25%) is off target at 95% complete

- 2.3 Education and Children's Services have advised that they plan to complete SES GO4.2 which is currently 5% off target by the end of June 2013. This will ensure that by the end of Quarter 1 2013/14, all actions within the Single Equality Scheme 2010 – 2013 will be complete (see Appendix A).
- 2.4 In line with the Equality Act 2010 & Equality Act 2012 (Specific Duties) (Scotland) Regulations 2012 the Council has a new Equality Outcome & Mainstreaming Report which will run from 2013 – 2017.
- 2.5 The Equality Outcome & Mainstreaming Report 2013 – 2017 has been developed and was approved by Council on 14 May 2013.
- 2.6 The first progress/performance Equality Outcome & Mainstreaming Report will be issued for approval by 30 April 2015.
- 2.7 Interim progress on performance will be monitored by the Council's Equality Working Group, joint East & Midlothian Community Planning Equality Forum, Corporate Management Team and Elected Members. Thereafter, this information is made available to the public through publication on the external web-site.

3 Report Implications

3.1 Resource

The actions contained within the attached performance report have been carefully considered by those responsible for their delivery to ensure they are delivered within budget. There are no additional resource requirements arising from this report.

3.2 Risk

The Council is required to monitor and report performance against actions in the single equality Scheme. This monitoring and reporting process helps us to ensure that the Council is compliant plus in respect of its statutory duties in relation to equalities legislation.

3.3 Single Midlothian Plan and Business Transformation

Themes addressed in this report:

- ☒ Community safety
- ☒ Adult health, care and housing
- ☒ Getting it right for every Midlothian child
- ☒ Improving opportunities in Midlothian
- ☒ Sustainable growth
- ☒ Business transformation and Best Value
- ☐ None of the above

3.4 Impact on Performance and Outcomes

The monitoring of progress through the Council's performance management system Covalent will reduce the burden of administration of planning and performance within the Council.

3.5 Adopting a Preventative Approach

Progress in completing the actions of the Single Equality Scheme will mean that those currently disadvantaged people (those who make up the protected characteristic groups) will not be further disadvantaged by anything the Council plans, provides or does.

3.6 Involving Communities and Other Stakeholders

The due process of consultation, involvement and engagement was undertaken when the Single Equality Scheme and Action Plan was developed three years ago.

3.7 Ensuring Equalities

The actions within Appendix A set out how the Council plans to meet its statutory requirements with regard to the Public Sector Equality Duty. As such this performance report is neither a new or revised policy nor practice and so does not require an Equality Impact Assessment.

3.8 Supporting Sustainable Development

This report supports sustainable development through its actions which strive to ensure well-being and a better quality of life for people in Midlothian and elsewhere whilst improving the natural and built environment.

3.9 IT Issues

None

4 Recommendations

Performance, Review & Scrutiny is asked to consider and approve the Single Equalities Scheme Quarter 4 2012/13 Performance and Progress report.

Date: 23 May 2013

Report Contact: Lesley N Crozier, Policy Officer (Equality & Diversity), CIS

Tel No: 0131 271 3658

Email: Lesley.crozier@midlothian.gov.uk

Background Papers:

Declaration Box

Instructions: *This box must be completed by the author of the report. The box will be copied and saved by the Council Secretariat who will delete it from the report prior to photocopying the agenda.*

Title of Report: Single Equalities Scheme (SES) Final Performance/Progress Report Q4 2012/13

Meeting Presented to: PRS on 04 June 2013

Author of Report: Lesley N Crozier

I confirm that I have undertaken the following actions before submitting this report to the Council Secretariat (Check boxes to confirm):-

- ☒ *All resource implications have been addressed. Any financial and HR implications have been approved by the Head of Finance and Human Resources.*
- ☒ *All risk implications have been addressed.*
- ☒ *All other report implications have been addressed.*
- ☒ *My Director has endorsed the report for submission to the Council Secretariat.*

For Cabinet reports, please advise the Council Secretariat if the report has an education interest. This will allow the report to be located on the Cabinet agenda among the items in which the Religious Representatives are entitled to participate.

Likewise, please advise the Council Secretariat if any report for Midlothian Council has an education interest. The Religious Representatives are currently entitled to attend meetings of the Council in a non-voting observer capacity, but with the right to speak (but not vote) on any education matter under consideration, subject always to observing the authority of the Chair.